



# IAS conferences code of conduct

IAS – the International AIDS Society – is committed to providing a productive and welcoming environment for all conference participants and IAS staff. All participants, including delegates, sponsors, donors, speakers and presenters, exhibitors, media and service providers, as well as IAS staff, are expected to abide by the conference code of conduct. Please take a moment to familiarize yourself with the code.

Contact [report@iasociety.org](mailto:report@iasociety.org) if you have any questions.

The IAS conferences code of conduct:

- Is in line with our [IAS core values](#) and the [principles of participation in our conferences](#)
- States the IAS zero-tolerance policy on harassment and discrimination
- Lists and defines unacceptable behaviour
- Presents the reporting and sanctions mechanism

## Law, rules and regulations

Participants agree that they will not interfere with the proper working of our conferences, nor use our virtual conference platform:

- In conflict with any applicable law, rule or regulation of any governmental authority, or cybersecurity ordinance
- In conflict with the law, rules and regulations of the host country and the conference venue
- In conflict with any applicable data security and protection laws, including the European Union General Data Protection Regulation and any other relevant data protection regulation
- For any illegal purpose and cybercrime

## Zero tolerance of harassment or discrimination

The IAS is committed to providing a productive and welcoming environment and has zero tolerance for any form of harassment or discrimination, including sexual, racial, religious, age, disability, marital status and ethnic harassment, by and of participants or our staff at our conferences.

Unacceptable behaviour at IAS conferences is defined as:

- Any form of discrimination, cyberbullying, trolling, intimidation and harassment, including sexual, racial, religious, age, disability, marital status and ethnic harassment



- The threat of physical force
- Glorification of violence and threat or promotion of terrorism
- Verbal abuse of any conference participant (examples of verbal abuse are verbal comments related to gender, gender identity, sexual orientation, physical appearance, disability, body size, religion, race, ethnicity, national origin, caste, age, profession or disease)
- Excessive promotion of goods or services, or promoting goods or services unrelated to the topic that distract from or disrupt the conference
- Impersonating any person or communicating under a false name or a name you are not entitled to use

#### Other activities prohibited at our conferences:

- Disclosing, publishing or posting any other people's private and/or personal information (such as HIV status or other identifying features, phone number, email and address, profession, organization, areas of interest or expertise) without their explicit authorization and permission
- Recording, filming, transmitting, copying, taking screenshots or downloading any session, presentation or content in any format<sup>1</sup>
- Copying, filming or taking screenshots of any Q&A or chat activity on the conference platform or in the rooms at the conference venue<sup>1</sup>
- Any inappropriate behaviour, as defined above, in any chat, networking activities or session engagement features in the rooms at the conference venue or on the conference platform
- Any inappropriate behaviour, as defined above, at the conference venue
- Submitting unsolicited bulk or commercial messages ("spam") to conference users, including unsolicited messages directing the recipient to any third-party site or other resources
- Publishing offensive, untrue or illegal material

The IAS reserves the right to reject or delete any message or posting for any reason.

The IAS reminds all IAS conference participants to be respectful and use discretion in posting questions or information in the chat or on social media.

#### Reporting<sup>2,3</sup>

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<sup>1</sup> This excludes sharing quotes, summaries, photos or short videos of presenters or slides on social media for non-commercial purposes. Video clips should not exceed 2 minutes and 20 seconds. Sharing full session recordings in any format is prohibited, as is sharing photos of entire presentation slides from the sessions.

<sup>2</sup> Please note that individuals can also notify the US National Institutes of Health (NIH) about concerns of harassment, including sexual harassment, discrimination and other forms of inappropriate conduct at NIH-supported conferences (see the NIH [webpage](#)).

<sup>3</sup> A complaint can also be filed with the US Department of Health & Human Services Office of Civil Rights (HHS OCR). See the OCR webpage, [Filing a Civil Rights Complaint](#). Filing a complaint with the IAS is not required before filing a complaint of discrimination with HHS OCR, and seeking assistance from the IAS in no way prohibits filing complaints with HHS OCR.



If you believe someone is violating the IAS conference code of conduct or if you experience any harassment or hear of any incidents of unacceptable behaviour, report it to IAS – the International AIDS Society – by emailing [report@iasociety.org](mailto:report@iasociety.org).

Reports can be as formal or informal as needed for the situation at hand. Please include as much information as you can. All reports will be kept confidential.

If you believe anyone – yourself or others – is in physical danger, please notify the appropriate law enforcement agency.

### Sanctions

All reported incidents will be reviewed and appropriate action taken, including:

- Denial of further access to the conference venue and/or the virtual conference platform and/or deletion of inappropriate content posted on the conference platform if deemed unacceptable behaviour (serious actions)
- Verbal warning if deemed offensive but not unacceptable (moderate action)
- No action in case of a minor or inoffensive incident

If a conference participant feels that content or access to IAS conferences has been wrongly withdrawn, the participant will have 24 hours to appeal the decision with the IAS by emailing [report@iasociety.org](mailto:report@iasociety.org).

Appeals will be considered on a case-by-case basis. In the event that a cyberattack or gross breach of the present terms of use is threatened or used by a participant, the IAS may issue a statement about the action.